#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

**CHARGE AGAINST EMPLOYER** 

DO NOT WRITE IN THIS SPACE		
Case	13-CA-322246	Date Filed 7-21-2023

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.  1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer	OTERNOMINET WHOM OF INTOE IS BROOGHT	b. Tel. No.	
Hearthside - ExcellHR		(b) (6), (b) (7)(C)	
		c. Cell No.	
		(b) (6), (b) (7)(C)	
		f. Fax. No.	
1.4.1.	a Employer Depresentative		
d. Address (Street, city, state, and ZIP code) 720 Center Ave	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail	
II. Caral Straam 60407			
IL Carol Stream 60187		h. Number of workers employed	
		350	
i. Type of Establishment (factory, mine, wholesaler, etc.)			
Food Processing	Kraft, Gerber, Caprisun		
The above-named employer has engaged in and is engag			
(list subsections) 3		elations Act, and these unfair labor	
practices are practices affecting commerce within the mea meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the	
		4:1	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	rices)	
See additional page			
(b) (6), (b) (7)(C) ag charge (if labor organization, g	ive full name, including lo		
Casa DuPage Workers Center / Immigrant Solidarity DuPage			
4a. Address (Street and number, city, state, and ZIP code	<del>?</del> )	(331) 716-7193	
		4c. Cell No.	
311 S Naperville Rd Suite C		(b) (6), (b) (7)(C)	
IL Wheaton 60187		4d. Fax No.	
		4e. e-mail	
		(D) (6), (2) @immigrantsolidaritydupage.onmicrosoft.com	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)	
Asociacion de Trabajadores unidos por la justicia de Hea	artheido		
, , ,			
6. DECLA	ARATION ve charge and that the statements	Tel. No.	
are true to the hest of m	y knowledge and belief.	(331) 716-7193	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
311 S Naperville Rd Suite C			
Address Wheaton IL 60187	Date 07/21/2023 03:42:15 PM	e-mail  [0](6], [6] @immigrantsolidaritydupage.onmicrosoft.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor

organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	D(6,0)7/2023
(b) (6), (b) (7)(C)	®(6L0)7/2023
(b) (6), (b) (7)(C)	ытылыти/2023
(b) (6), (b) (7)(C)	(a)(a)(b)(7)/2023
(b) (6), (b) (7)(C)	ভাজেন্টে/2023
(b) (6), (b) (7)(C)	DIG. 017/2023

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

**CHARGE AGAINST EMPLOYER** 

DO NOT WRITE IN THIS SPACE		
Case	13-CA-322247	Date Filed 7-21-2023

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.  1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer	OTERNOMINET WHOM OF MICE IS BROOGHT	b. Tel. No.
Hearthside - ExcellHR		(630) 943-0997
		c. Cell No.
		f. Fax. No.
1.4.1.	a Employer Depresentative	
d. Address (Street, city, state, and ZIP code) 720 Center Ave	e. Employer Representative	g. e-mail
125 53.113.7115	(b) (6), (b) (7)(C)	
W 0 101 00400		
IL Carol Stream 60188		h. Number of workers employed
		350
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Food Processing	Kraft, Gerber, Caprisun	
	ging in unfair labor practices within the meaning of section 8	
(list subsections) 1		elations Act, and these unfair labor
	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfairlabor prac	tices)
See additional page		
(b) (6), (b) (7)(C) ag charge (if labor organization, g	ive full name, including lo	
Casa DuPage Workers Center / Immigrant Solidarity DuP	age	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(331) 716-7193
311 S Naperville Rd Suite C		4c. Cell No.
IL Wheaton 60187		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6). (c) @immigrantsolidaritydupage.onmicrosoft.com
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit <i>(to be filled in w</i>	hen charge is filed by a labor organization)
Asociacion de Trabajadores por la justicia en Hearthside	).	
6. DECL/	ARATION	Tel. No.
	ve charge and that the statements	(331) 716-7193
(b) (6), (b) (7)(C) are true to the best of m	y knowledge and belief.	Office, if any, Cell No.
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
311 S Naperville Rd Suite C	77010000 00 10 F0 DM	e-mail
Address Wheaton IL 60187	Date 07/21/2023 02:43:59 PM	(b) (6). (1 @immigrantsolidaritydupage.onmicrosoft.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	®ISE®I7/2023
(b) (6), (b) (7)(C)	<sup>ছার ©।7</sup> /2023
(b) (6), (b) (7)(C)	<sup>©16:017</sup> /2023
(b) (6), (b) (7)(C)	<sup>®)©,©)7</sup> /2023
(b) (6), (b) (7)(C)	®) <sup>(©)</sup> ( <sup>©</sup> /2023
(b) (6), (b) (7)(C)	®)GL®)7/2023
(b) (6), (b) (7)(C)	<sup>[0](6](0)(4</sup> /2023

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

**CHARGE AGAINST EMPLOYER** 

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	13-CA-322249	7-21-2023

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.  1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer	o retriviorime i winom of winde to bridge in	b. Tel. No.
Hearthside - ExcellHR		(872) 280-7643
		c. Cell No.
		(872) 280-7643
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
720 Center Ave	(b) (6), (b) (7)(C)	g. e-mail
IL Carol Stream 60188		h Number of workers employed
		h. Number of workers employed 350
i. Type of Establishment (factory, mine, wholesaler, etc.)	i Identify principal product or service	350
Food Processing	Kraft, Gerber, Caprisun	
The above-named employer has engaged in and is engage		B(a) subsections (1) and
(list subsections) 3		elations Act, and these unfair labor
practices are practices affecting commerce within the mea		· ·
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)
See additional page		
goo additional pago		
(b) (6), (b) (7)(C)	ive full name, including lo	
Casa DuPage Workers Center / Immigrant Solidarity DuP	age	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(331) 716-7193
311 S Naperville Rd Suite C		4c. Cell No.
IL Wheaton 60187		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail    O   G   G   G   G
E Full name of national aristomational laborational	of which it is an affiliate areametity and unit 4- to 59-dis-	
5. Full name of national or international labor organization	not which it is an attiliate of constituent unit (to be tilled in w	nen charge is filed by a labor organization)
Asociacion de Trabajadores unidos por la justicia laboral de Hearthside		
6. DECLA		Tel. No.
	ve charge and that the statements ly knowledge and belief.	(331) 716-7193
(b) (6), (b) (7)(C) are true to the best of m		Office, if any, Cell No.
(b) (6), (b) (7)(C)		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
311 S Naperville Rd Suite C		
Address Wheaton II 60187 Date 07/21/2023 04:19:04 PM		
	Date	(b) (6). (c)@immigrantsolidaritydupage.onmicrosoft.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	®®® <sup>©</sup> /2023

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

**CHARGE AGAINST EMPLOYER** 

DO NOT WRITE IN THIS SPACE		
Case	13-CA-322292	Date Filed 7-2-2023

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer  Hearthside Food Solutions - ExcellHR		b. Tel. No.		
Fleditiside Food Solutions - Excelling		(630) 943-0997		
		c. Cell No.		
		(872) 280-7643		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o mail		
720 Center Ave	(b) (6), (b) (7)(C)	g. e-mail		
		(b) (6), (b) (7)(C)		
IL Carol Stream 60188		h. Number of workers employed		
		350		
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service			
Food Processing	Kraft, Gerber, Caprison, Nabisco			
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and		
(list subsections) 3,1	of the National Labor R	Relations Act, and these unfair labor		
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	ctices)		
Soo additional page				
See additional page				
(b) (6), (b) (7)(C) ag charge (if labor organization, g	give full name, including lo			
Casa DuPage Workers Center / Immigrant Solidarity DuPage  4a. Address (Street and number, city, state, and ZIP code)  4b. Tel. No.				
4a. Address (Street and number, city, state, and zir cod	e)			
		(331) 716-7193 4c. Cell No.		
311 S Naperville Rd Suite C		(b) (6), (b) (7)(C)		
IL Wheaton 60187				
4d. Fax No.				
		4e. e-mail		
		(b)(6), (i) (ii) (iii) (		
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in v			
	·	men enarge is med by a label enganization,		
Asociacion de Trabajadores unidos por la justicia labora	l en Hearthside Food Solutions			
	ARATION	Tel. No.		
	ove charge and that the statements ny knowledge and belief.	(331) 716-7193		
(b) (6), (b) (7)(C) are true to the best of n		Office, if any, Cell No.		
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.		
311 S Naperville Rd Suite C				
Address Wheaton IL 60187	Date 07/24/2023 11:16:26 AM	e-mail		
Audiess Triodion ie ob for	Date one week of the second	(b) (6). (c) @immigrantsolidaritydupage.onmicrosoft.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor

organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	<sup>™©™</sup> /2023
(b) (6), (b) (7)(C)	<sup>ଭାଷ୍ଟ୍ରପ</sup> /2023
(b) (6), (b) (7)(C)	<sup>[9](9],[9],[7]</sup> /2023

## 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	® <sup>(6, 6)</sup> 7/2023
(b) (6), (b) (7)(C)	<sup>©TGT ©TT</sup> /2023
(b) (6), (b) (7)(C)	<sup>(0)(6)(0)(7</sup> /2023